# Interest in Non-Desk Work as Shown in the Office Worker Awareness Survey



To Solve the Labor Shortage Problem (Vol. 5)

# 1. Introduction

Based on concerns about the labor shortage problem, Xymax Real Estate Institute ("Xymax REI") has been releasing a series of reports entitled "To Solve the Labor Shortage Problem" since May 2023. In Volume 1<sup>\*1</sup> and Volume 2,<sup>\*2</sup> we categorized occupations into desk work and non-desk work and pointed out that the supply-demand gap of non-desk workers will widen in the future, i.e., that non-desk work is at the core of the labor shortage problem.

One possible solution is for desk workers, whose supply-demand gap is expected to narrow as their work is replaced by generative AI, to shift to non-desk work. However, such a shift is not currently common among desk workers in Japanese companies, where lifetime employment has long been the culture.

We therefore conducted a survey of 4,738 office workers across Japan about their interest in non-desk work, the reasons for their interest, and their values toward work.<sup>\*3</sup> In this report, we analyze the results of the survey, focusing particularly on age groups, and explore new trends in work and work styles to provide food for thought on the labor shortage problem.

\*1 To Solve the Labor Shortage Problem (Vol. 1) – The Actual State and Issues of Non-Desk Workers, released May 31, 2023 https://www.xymax.co.jp/english/assets/pdf/news\_research/20230531.pdf

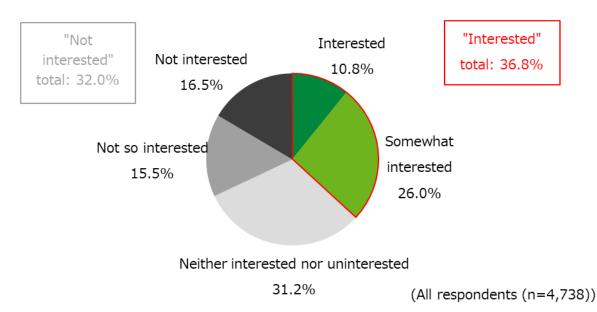
\*2 To Solve the Labor Shortage Problem (Vol. 2) –How Much of a Shortage Will There Be for Non-Desk Workers?, released December 1, 2023 https://www.xymax.co.jp/english/assets/pdf/news\_research/20231201-2.pdf

\*3 Metropolitan Areas Office Worker Survey 2024 –Capturing changes in workers' work styles and values, released December 9, 2024 https://www.xymax.co.jp/english/assets/pdf/news\_research/20241209\_2.pdf

# 2. Level of Interest in Non-Desk Work

When we asked 4,738 office workers across Japan who currently engage in desk work about their interest in engaging in non-desk work in the future, those who were "interested (the sum of "Somewhat interested" and "Interested")" accounted for 36.8%, more than those who were "not interested (the sum of "Not so interested" and "Not interested")" (32.0%) **(Figure 1)**.

31.2% of the workers said they were "neither interested nor uninterested." This is likely due to the lack of opportunities for desk workers to consider moving to non-desk work and the lack of material to make judgments.



#### Figure 1: Level of Interest in Engaging in Non-Desk Work in the Future

**Full text of question:** An increasing number of people are working past the age of 60 due to a decline in the labor force and an increase in healthy life expectancy. In particular, non-desk work\* is facing a severe labor shortage compared to desk work, which is becoming more efficient due to AI, and is expected to see an increase in demand for labor. A rise in demand is expected to improve wages, and in the United States, there has been a reversal in wages between some non-desk work and desk work. Given these social situations, are you interested in doing non-desk work in the future? Please select the one that most applies to you.

\*Non-desk work: Work performed in a variety of sites rather than at the desk. Specific occupations are wide ranging, including construction workers, care service workers, security guards, janitors, drivers, delivery workers, building superintendents, merchandise sales workers, restaurant/bar workers, manufacturing plant workers, doctors, nurses and other health care workers, train drivers, ship and aircraft operators, and agricultural, forestry and fishing workers.

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Comparing this result by gender and age group, we found that men in their 20s to 40s tended to have a high level of interest, with nearly 50% saying they were "interested" **(Figure 2)**. Among women, those in their 30s tended to have a relatively high level of interest at 40.1%. In terms of the reasons for their level of interest, which are described in detail (in open-ended responses) in Chapter 3, the reasons for being interested in non-desk work included "I think I will be able to work as much as I want while raising children" and "I need to increase my income when I consider my child's education funds." The child-rearing generation, both men and women, appear to have a relatively high level of interest.

Meanwhile, about 30% of men and women in their 50s and 60s said they were "interested." Although the percentage is smaller than those in their 40s and younger, the number of people is considered large in light of Japan's demographics. The result shows that a certain number of office workers in the near-retirement age group are not only planning to retire under good conditions but are also considering non-desk work as a post-retirement career option.

	0%	20%	40%	60%	1	80%	100%
Male 20s (n=92)	) 14.1%	32.6%	1	22.8%		15.2%	15.2%
Male 30s (n=319)	12.5%	33.2%		26.3%	)	12.5%	15.4%
<u>Male 40s (n=675)</u>	) <u>12.9%</u>	33.6%		28.09	%	10.7%	14.8%
Male 50s (n=1,251)	11.4%	23.9%		35.3%		14.4%	15.1%
Male 60s (n=804)	) 9.5%	21.6%	30.	5%	18.3	%	20.1%
Female 20s (n=179)	10.6%	22.9%	26.	.8%	22.9	9%	16.8%
Female 30s (n=469)	12.6%	27.5%		25.6%	1	8.1%	16.2%
Female 40s (n=455)	_ 6.2%	27.7%		34.5%		15.8%	15.8%
Female 50s (n=384)	8.1%	21.9%	37	7.2%	1	.6.7%	16.1%
Female 60s (n=110)		14.5%	29.19	% 1	6.4%	2	25.5%
<ul> <li>Interested</li> <li>Neither intereste</li> <li>Not intereste</li> </ul>		terested		Somewhat Not so inte			(All respondents)
	u					(	(An respondents)

#### Figure 2: Level of Interest in Engaging in Non-Desk Work in the Future – By Gender and Age Group



# 3. Background of Interest

As we confirmed in Chapter 2, there are already a certain number of workers who are interested in doing non-desk work in the future, a trend that is particularly characteristic of younger people. These signs of new values could transform the traditional job market and ways of working. In Chapter 3, we examine the nearly 4,000 reasons respondents gave for their level of interest in non-desk work (in open-ended responses) to explore the background of their interest.

First, we performed a morphological analysis of the 1,454 reasons for interest and the 1,124 reasons for disinterest and extracted only the nouns, which we visualized using a word cloud **(Figure 3)**. The more often a word appears, the larger it is displayed. The text color has no meaning, and words irrelevant to the examination, such as "thing," "desk," and "work," were excluded.

Nouns that appeared frequently in the reasons for interest included "experience," "health," "freedom," "future," and "worry," with a wide range of other words also used. Meanwhile, "physical strength" appeared particularly frequently in the reasons for disinterest, suggesting that physical concerns were a factor in resistance to non-desk work. Other nouns that appeared frequently were "confidence," "experience," "worry," and "labor."

Comparing the two, the reasons for interest indicate an awareness of future uncertainty, as seen in words such as "future," "possibility," "retirement," "old age," and "going forward," while the reasons for disinterest suggest an orientation toward stability with an emphasis on the past, as indicated by words like "confidence," "experience," "satisfaction," and "like." At the same time, words such as "image," "imagination," and "impossible" suggest that preconceived notions may be taking precedence in the reasons for disinterest.

#### Figure 3: Word Cloud of Nouns Included in Reasons for Interest (Left) and Reasons for Disinterest (Right)



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Next, we examine the raw data of each response to explore the awareness and values of workers who are interested in non-desk work and those who are not. In particular, since we found certain tendencies in the responses given depending on the age group, we sorted the characteristics into two groups: those in their 20s to 40s and those in their 50s and 60s. For reference, we have included an excerpt of the raw data at the end of the report.

#### [Workers interested in non-desk work]

#### Views on work and life

- I have worries about the future of desk work due to advances in AI and automation technology. Therefore, I am looking at new jobs and work styles, including non-desk work, to expand my options.
- There are a lot of those who are not particularly attached to desk work or who have doubts about their current work styles. This is especially noticeable among those in their 20s to 40s, who take a realistic stance, expressing views such as "I will do any type of work if the salary is higher" and "I want to acquire skills that will allow me to earn even if AI replaces desk work."
- Those in their 50s and 60s express an awareness of choosing non-desk work as a realistic option after retirement, although they are more attached to desk work than the younger people, saying, "I want to continue desk work, but I need to expand my options if demand declines" or "I don't think I will be able to find employment unless I take on such work," assuming they will continue working after retirement.
- Regardless of age group, there were many pessimistic views such as "I'm not sure how much pension I will receive" and "I will have to work until I die." As issues such as the pension system become more apparent, those who are seriously considering their careers to secure their livelihoods are interested in non-desk work.

#### On non-desk work

- Among those in their 20s to 40s, there was a noticeable amount of positive opinions that the work itself was appealing, including "I will be able to contribute to solving social problems," "It will give me a direct sense of helping people, and that is fulfilling," and "I don't think I will get bored, since the change in environment would be stimulating." The image of non-desk work as casual and flexible also seems to be appreciated, with comments such as "I will probably be able to work at my own pace in a more relaxed way than desk work, which requires output" and "The work will probably not require a lot of studying."
- Those in their 50s and 60s are characterized by a large number of comments that reflect an awareness of well-being (not only physical health, but also mental health and social fulfillment), such as "I want to participate in society until the end," "I want to stay connected with society and maintain my physical health," and "Learning new things and working are necessary to stay young."
- Some respondents listed specific jobs they wanted to pursue, with drivers, customer service



#### workers, medical personnel, and caregivers among the most popular.

As opposed to desk jobs concentrated in urban centers, the ability to work anywhere in the country is also appreciated. Comments included "I can probably work close to home even after I retire" and "I want to move to a regional city and work instead of commuting every day." For desk jobs, on the other hand, some respondents pointed out that they "don't see the point of spending time commuting to the office." The COVID-19 pandemic has significantly increased workers' rejection of long commutes, which has become one of the advantages of non-desk work.

#### [Workers not interested in non-desk work]

#### Views on work and life

- These workers are satisfied with their current job and work style and show a strong preference for maintaining the status quo rather than seeking change.
- Those in their 20s to 40s are indifferent or optimistic about the future, with comments such as "I haven't thought about the future that much," "I think I'll get by as it is," and "I want to pursue FIRE." They have less of a sense of crisis about societal change than those who are interested in non-desk work, as evidenced by comments such as "I don't think AI can handle all desk work."
- Since many of those in their 50s and 60s have built up their careers to a certain extent, some feel no need to work in the first place, expressing views such as "I don't have to work that much for financial reasons" and "I want to retire at 65." Even if they do intend to continue working, they show an attachment to their current job, with comments such as "I am confident in my skills and personal network, so I want to maintain my current lifestyle" and "I still have a lot of work to do in my desk job."

#### On non-desk work

- Regardless of age group, many respondents expressed concerns about the physical and environmental challenges and low pay. There was particularly strong resistance to physical labor and customer service jobs. While some opinions were based on the respondents' experience with part-time jobs, etc., the majority were based on impressions such as "The work environment seems harsh," "There is probably a lot of customer harassment," and "I have a preconceived notion that the pay is low."
- Many people also fail to develop an interest in non-desk work due to a lack of experience or information about such work, as evidenced by comments such as **"I can't picture myself doing this kind of work"** and **"I'm not sure if I can do this kind of work."**

Among the reasons for being "neither interested nor uninterested," which accounts for 30% of the total, the majority of responses included "I cannot picture myself" and "I'm not sure." Non-desk work is characterized by a wide variety of work content and styles, making it difficult for people to form a specific image. The psychological barriers created by this lack of information may be overcome by providing appropriate information.



# 4. Conclusion

The analysis of this report showed emerging signs of new work values. We found that the belief in office work based on the assumption of lifetime employment has diminished and that there is already a certain number of people, especially among the younger generation, who consider non-desk work as a realistic option that is in line with societal changes.

If the presence of those people increases in the future, it may well change the social positioning of nondesk work. In this survey, one respondent cited their reason for being interested in non-desk work as follows: "I have liked customer service jobs since my part-time job days, but I chose office work for its better public image." The values that this response reflects—the tendency to view hands-on work as inferior to office work—may gradually become a thing of the past.

Also in this survey, we found that those in younger age groups tended to be more interested in new work styles such as "side jobs" and "live and work in two locations or move to and work from countryside." If these diverse work styles and lifestyles become more widespread, we may see a shift toward a more fluid work style, where people take on both desk work and non-desk work simultaneously instead of making a complete job change. Spot workers are already active in non-desk work industries. If systems and environments that support such fluid work styles are further developed, the barriers to employment in non-desk jobs will likely be lowered for everyone. Xymax REI will continue to conduct surveys and research to capture the signs of these societal changes.



## Appendix: Reasons for interest in non-desk work (open-ended responses)

[Interested] 20s to 40s (excerpt)					
ork	<ul> <li>I will be able to contribute to solving social problems. (Male, sales)</li> </ul>				
MO	• I think food-related primary industries (e.g., agriculture) are needed the most. I want to b	е			
the	involved in <b>industries that are essential for living</b> . (Male, technical specialist)				
Appeal of the work	• Due to the COVID-19 pandemic, I have come to recognize that there are many non-desk job	S			
oea	that are essential to society. (Male, sales)				
Apl	• I think the scope of work will expand, and <b>I don't think I will get bored</b> , since the change i	n			
	environment would be stimulating. (Female, general office work, etc.)				
	<ul> <li>There seem to be many clear-cut, interesting jobs. (Male, technical specialist)</li> </ul>				
	• I think working on-site will give me a direct sense of helping people, and that is <b>fulfilling</b> . (Male	Э,			
	administration/HR/accounting)				
	<ul> <li>Because I will be able to <u>acquire practical skills</u>. (Female, general office work, etc.)</li> </ul>				
	• I have liked customer service jobs since my part-time job days, but I chose office work for it	: <b>S</b>			
	<u>better public image</u> . (Female, sales)				
	• I became interested when I saw the people from the Silver Human Resources Center working	g			
	with enthusiasm in my local community. (Female, administration/HR/accounting)				
	• I believe the ability to work anywhere means that it will be up to me to increase the workloa	d			
	and improve <b><u>efficiency</u></b> . (Female, administration/HR/accounting)				
	• I might <b>be able to earn more efficiently</b> if there is no problem with my physical health. (Male	Э,			
	general office work, etc.)				
	• By experiencing other types of work, I will be able to understand the realities that cannot be	<u>e</u>			
	understood by doing desk work. (Male, administration/HR/accounting)				
	I will probably be able to work at my own pace in a more relaxed way than desk work, which	h			
	requires output. (Male, administration/HR/accounting)				
	<ul> <li><u>The work will probably not require a lot of studying</u>. (Male, technical specialist)</li> </ul>				
	Because it looks easy. (Male, technical specialist)				
	• I think I will be able to work as much as I want while raising children. (Female	э,			
	administration/HR/accounting)				
	• I think I will be able to work in a way that fits my lifestyle. (Female, general office work, etc.)				
	• I can probably work <u>close to home</u> even after I retire. (Male, administration/HR/accounting)				
	<ul> <li>After I turn 60, I want to move to a regional city and work there instead of commuting ever</li> </ul>	у			
	day. (Female, administration/HR/accounting)				
	Because I won't have to work near someone I don't like all the time. (Female, general office work	<,			
	etc.)				
	<ul> <li>I want to work <u>at my own accord</u>. (Male, creative specialist)</li> </ul>				
	• I am interested in a health-conscious work style so as not to become bedridden. (Female, sales	5)			



rk	•	The fact non-desk work <b>will not be replaced by Al</b> is appealing. (Female, sales)
Comparison with desk work	•	I feel a sense of urgency about the <b>decline in demand for clerical jobs</b> due to the changing
lesk		times. (Female, sales)
tho	•	I want to acquire skills that will allow me to earn even if AI replaces desk work. (Male, office
, wi		specialist)
isor	•	Since I want to prioritize stable income in the future, I have no attachment to desk work. (Male,
pari		general office work, etc.)
Шо	٠	I am not suited to desk work and find it painful. (Female, administration/HR/accounting)
Ŭ	•	I feel that <b>commuting time is a waste</b> . (Male, sales)
	•	In my current job, I rarely have the opportunity to meet people outside of specific industries,
		which makes it easy to develop a narrow mindset or become closed off. Also, since my job
		does not involve physical activity, I tend to become introverted. Every year, I feel an increasing
		desire to get out more. (Female, creative specialist)
ge	•	Since <u>I</u> <u>I'm not sure how much pension I will receive</u> , I want to gather as many job
d aç		opportunities and work styles as possible. (Male, sales)
t old	•	I don't think I will be able to live on my current job alone in the future. (Male,
noc		administration/HR/accounting)
Anxiety about old age	•	I feel like I will <b>have to work until I die</b> . It feels like we are now working to survive. (Female,
xiet		general office work, etc.)
An	•	I'm worried about my retirement funds, and I'd rather be working than staying at home.
		(Female, administration/HR/accounting)
	•	When I think about the future, I have to consider non-desk work. (Male, corporate
		management/planning)
	•	I'm <b>worried about being able to work until retirement age</b> in the rapidly changing world. I
		will need to continue working after retirement in order to survive. I need to increase my income
		when I consider my child's education funds. I am worried about my health. For these reasons,
		I am interested in non-desk work. (Female, corporate management/planning)
u	•	I will do any type of work <b>i<del>f the salary is higher</del>. (</b> Female, sales)
ditic	•	If the job is <b>specialized</b> and my salary increases. (Female, corporate management/planning)
ouo	•	Since I graduated from university during the period when it was extremely difficult to find a job,
On condition		I failed the document screenings despite applying to more than 100 companies. There were very
0		few job openings. Even now, the jobs I have are all short-term contracts. I want to go to a <b>place</b>
		where I can work long term. (Female, general office work, etc.)



[Interested] 50s and 60s (excerpt)				
Appeal of the work	<ul> <li>sted] 50s and 60s (excerpt)</li> <li>I want to stay <u>connected with society</u> and maintain my physical health. (Male, sales)</li> <li>I think I can develop a healthy lifestyle. (Male, technical specialist)</li> <li>Physical activity is good for health, and jobs involving human interaction provide high satisfaction. On the other hand, I have worries about the working environment. (Male, corporate management/planning)</li> <li>Even if it's a job I have no experience in, I feel that learning new things and working are necessary to stay young, so I want to take on the challenge of the work given to me. (Female, technical specialist)</li> <li>I want to participate in society until the end. (Male, administration/HR/accounting)</li> <li>I think I will feel a <u>sense of exhilaration</u> after work. I don't think the work involves a lot of complicated, bothersome, or stressful things. (Male, corporate management/planning)</li> <li>Non-desk work is interesting because the results are more visible. (Female, other)</li> <li>I will be able to eliminate <u>commuting time</u>. (Female, general office work, etc.)</li> <li>I will be able to have a more fulfilling life by achieving a more flexible work style. (Male, administration/HR/accounting)</li> <li>I think I will be able to have a more fulfilling life by achieving a more flexible work style. (Male, administration/HR/accounting)</li> <li>I will be able to spend more time with my family. (Male, administration/HR/accounting)</li> <li>I will be able to keep working at my own pace for a long time after retirement. (Female, administration/HR/accounting)</li> </ul>			
	• I want to do work that is completed within the same day. (Male, other)			
	I think I can <u>balance work and free time</u> . (Male, sales)			
Comparison with desk work	<ul> <li>I think clerical work will be increasingly <u>replaced by AI</u> in the future. (Male, administration/HR/accounting)</li> <li>I've been doing desk work for so long that I <u>got tired of it</u>. (Male, administration/HR/accounting)</li> <li>I feel the limitations of desk jobs. The <u>opportunities to talk to people have diminished so</u> <u>much</u> that it's starting to become unbearable. (Male, technical specialist)</li> <li>It's becoming difficult for me to read small text due to <u>aging</u>. (Female, administration/HR/accounting)</li> <li>Since I'm approaching retirement, I'm considering changing jobs to one that <u>frees me from the hassle of commuting</u>. (Male, sales)</li> <li>I don't see the point of spending <u>time commuting</u> to the office. (Male, sales)</li> <li>I want to be more physically active. Desk work builds up <u>stress</u>. (Female, corporate management/planning)</li> </ul>			



d age	•	I want to continue desk work, but I need to <b>expand my options</b> if demand declines. (Female, administration/HR/accounting)
Anxiety about old	•	I have no choice but to work because I am <b>worried about my retirement funds</b> . (Male, other)
noo	•	I don't think I will be able to find employment unless I take on such work. (Male, sales)
iy al	•	l think older people <b>have no choice but to engage</b> in non-desk work. (Male, sales)
xiet	•	Even if I can no longer do office work, I think I will be able to do jobs that involve physical
An		activity. (Female, administration/HR/accounting)
	•	If I intend to work beyond 60, I don't think I can afford to be picky about the work style. (Male,
		sales)
uc	•	If I don't have a strong attachment to my current job, I would be willing to try non-desk work if
ditio		there was a <b>good balance with the salary</b> . (Male, sales)
CON	•	If it's a stable job, I will consider it as a candidate. (Male, technical specialist)
On condition	•	I would be interested if it provides an environment where I can work long term in a healthy
U		<u>way</u> . (Female, general office work, etc.)
	•	I would be willing to work if the <b>human relations</b> in the workplace are good. (Male, general
		office work, etc.)

[Not interested] 20s to 40s (excerpt)				
βι	•	l <b>haven't thought about the future</b> that much. (Male, sales)		
iinie	•	l feel like I'll <b>get by</b> as it is. (Male, technical specialist)		
Oriented toward maintaining status quo or retiring	•	I'm fully satisfied with my current work style and <b>don't need any changes</b> . (Male, sales)		
ard mair retiring	•	Making a major <b><u>change</u></b> to my current work style would probably be <b><u>stressful</u></b> . (Female, technical		
ard ret		specialist)		
towa o or	•	l <b>don't think AI can handle</b> all desk work. (Male, administration/HR/accounting)		
ed to quo	•	l <b>don't want to work for that long</b> . (Male, technical specialist)		
Orient status	•	After I turn 60, I want to spend my time as I wish <b>without working</b> . (Female, technical specialist)		
Orista	•	l want to pursue <b>FIRE</b> . (Male, sales)		
ot re	•	l <b>can't specifically picture myself</b> doing non-desk work. (Male, technical specialist)		
Cannot picture	•	I'm not sure if I can do non-desk work because I have only done office work. (Female, technical		
ن م		specialist)		



_		·
	su	Ilike desk work. (Female, administration/HR/accounting)
	Specific reasons	• I work as a specialist and would like to use my <b>experience and skills</b> for my job for the time
	c re	being. (Male, administration/HR/accounting)
	ecifi	• I want a job where I can deliver results without time constraints because it's efficient and pays
	Spe	well. I cannot expect any of that in non-desk work. (Female, administration/HR/accounting)
		<ul> <li>Non-desk work does not allow working from home. (Male, technical specialist)</li> </ul>
		<ul> <li>In my current job, <u>I can take breaks as I wish</u>. (Male, technical specialist)</li> </ul>
		• I used to work as a sales clerk, but <b>desk work is 100 times easier</b> . (Female, general office work,
		etc.)
		<ul> <li>I have a preconceived notion that the pay is low. (Male, technical specialist)</li> </ul>
		<ul> <li>It seems physically and mentally <u>stressful</u>. (Male, sales)</li> </ul>
		• The work environment seems harsh, such as <b>heat and cold</b> . (Female, general office work, etc.)
		<u>Standing work</u> is hard when you're old. (Male, administration/HR/accounting)
		I'm not confident in my <b>physical strength</b> . (Female, administration/HR/accounting)
		• I used to work for a railway company and thought I'd never get involved in work that involved
		dealing with customers. (Female, general office work, etc.)
		• I have a strong impression of non-desk work being customer service work, and I fear that there
		is probably a lot of <b>customer harassment</b> . (Female, general office work, etc.)
		• I have an impression that non-desk work doesn't require a lot of thinking and <u>I wouldn't find</u>
		<u>it fulfilling</u> . (Female, sales)
		• I expect there will be limits on where I can commute using public transport, and I feel that the
		work is not suited for a <b>non-driver</b> like me. (Female, corporate management/planning)
		• I was originally working in a non-desk job but was worried about low wages, irregular
		holidays, and the age at which I could continue to work in terms of my physical strength.
		(Female, sales)

[Not inter	[Not interested] 50s and 60s (excerpt)		
or ng	•	l <b>don't have to work</b> that much for financial reasons. (Male, sales)	
quo or retiring	•	I am already 69 and don't wish for major changes. (Male, administration/HR/accounting)	
Oriented toward maintaining status quo retiri	•	l wish to <b>maintain the status quo</b> . (Male, administration/HR/accounting)	
statı	•	l <b>don't intend to take on new challenges</b> . (Male, clerical specialist)	
5 DL	•	l <u>want to retire</u> at 65. (Male, sales)	
inin	•	I will think about it based on the situation at that time. (Male, sales)	
inta	•	l <b>don't know</b> what the future holds. (Male, technical specialist)	
ша	•	I'm satisfied with my current work style (working from home full time). (Male, general	
ard		office work, etc.)	
tow	•	I have no experience in non-desk work, so I am <b>training</b> in the type of desk work where there	
ed		is sufficient demand. (Male, administration/HR/accounting)	
ent	•	I am confident in my skills and personal network, so I want to maintain my current lifestyle.	
Ori		(Male, corporate management/planning)	
	•	I still have a lot of work to do in my desk job. My work is <b>difficult to introduce Al</b> . (Female,	
		technical specialist)	



Cannot picture	• I have no experience and <u>can't picture</u> myself doing this kind of work. (Male, administration/HR/accounting)
Dic	<ul> <li>I'm not interested <u>for no specific reason</u>. (Female, general office work, etc.)</li> </ul>
Ŭ	<ul> <li>I have a <u>vague</u> sense of worry because it's different from what I do now. (Male, sales)</li> </ul>
	<ul> <li>I'm worried if there is work that I can do, because there will be physical problems as you</li> </ul>
	get older. (Male, corporate management/planning)
S	<ul> <li>It would be a waste because the skills I have acquired cannot be used. (Male, clerical</li> </ul>
son	specialist)
rea	<ul> <li>I want to earn my wages through intellectual labor. (Male, administration/HR/accounting)</li> </ul>
Specific reasons	<ul> <li>I don't want to do a job that <u>anyone can do</u>. (Female, corporate management/planning)</li> </ul>
bec	<ul> <li>I can't do physical labor at this stage. The <u>added value it creates is low</u>. (Male, corporate</li> </ul>
S	management/planning)
	<ul> <li>Many of the jobs currently don't provide <u>adequate compensation for the work done</u>. (Male,</li> </ul>
	sales)
	<ul> <li>I feel like non-desk workers are being <u>exploited</u>. (Male, sales)</li> </ul>
	<ul> <li>I do not like physical activity. (Male, sales)</li> </ul>
	<ul> <li>I am <u>not confident of my physical strength</u> due to my age. (Male, technical specialist)</li> </ul>
	<ul> <li>I used to do non-desk work, and <u>it was tough</u>. (Female, technical specialist)</li> </ul>
	<ul> <li>I <u>lack the physical strength</u> and am not good at jobs that involve <u>dealing with people</u>.</li> </ul>
	(Female, general office work, etc.)
	<ul> <li>Since I lack physical strength, I don't think I can do caregiving, cleaning, or cashier jobs. If it's</li> </ul>
	for a <b>short period</b> , like 1 to 4 hours, I would be able to endure it even if the human relations
	<ul> <li>were difficult. (Female, other)</li> <li>The work seems tough (Male, technical specialist)</li> </ul>
	The work <u>seems tough</u> . (Male, technical specialist)
	• Since I have hay fever and get bitten by insects easily, I am <b>not comfortable working outside</b> .
	(Female, general office work, etc.)
	• My doctor has advised me against this kind of work due to a chronic illness. (Male, other)



Survey period	October 2024
Target respondents	<ol> <li>Screening: Men and women between the ages of 20 and 69 whose occupation is company manager/executive or employee and who live in the areas covered by the survey</li> <li>Main survey: Those who responded to the screening that they were either executives or employees/staff of a company or organization, whose job category was managerial, specialized/technical, clerical, or sales, whose regular office was located in Greater Tokyo (Tokyo, Kanagawa, Saitama, and Chiba prefectures), Osaka City, Nagoya City, or Fukuoka City, whose residence was in Greater Tokyo (Tokyo, Kanagawa, Saitama, and Chiba prefectures), or Gifu, Aichi, Mie, Shiga, Kyoto, Osaka, Hyogo, Nara, Wakayama, Fukuoka, Saga prefectures, and whose current principal place of work was the office or home.</li> </ol>
Number of valid responses	4,738 Allocated according to the location of the respondent's regular office. (Greater Tokyo: 2,060; Osaka City: 1,030; Nagoya City: 515; Fukuoka City: 515; Sapporo City: 309; Sendai: 309)
Geographical coverage	Greater Tokyo (Tokyo, Kanagawa, Saitama, and Chiba prefectures), Gifu, Aichi, Mie, Shiga, Kyoto, Osaka, Hyogo, Nara, Wakayama, Fukuoka, and Saga prefectures
Survey method	Internet survey

#### **Survey Overview**

The percentage mix in the charts contained in this report is rounded to the first decimal place and, therefore, may not add up to 100%.

# For further inquiries, please contact below:

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TOPIC REPORT: Interest in Non-Desk Work as Shown in the Office Worker Awareness Survey

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